



WORK AND RESIDENCE PERMITS AND BUSINESS ENTRY VISAS

BUSINESS SWEDEN
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WORK AND RESIDENCE PERMITS AND BUSINESS ENTRY VISAS

ESTABLISHMENT GUIDE

This document guides foreign individuals and companies through the necessary permit procedures in Sweden.

EU/EEA CITIZENS

VISITS OF UP TO 90 DAYS

Sweden is a member of the European Union (EU) and a signatory to the European Economic Area (EEA) agreement. Therefore, citizens of EU/EEA countries only need a valid passport or a national identity card to enter Sweden for time periods up to 90 days.

STAYS OF MORE THAN 90 DAYS

EU/EEA citizens do not need a residence permit to stay in Sweden over 90 days if they have a right of residence according to the rules for freedom of movement within the EU which involves employment, running a business, studying or the possession of sufficient means. In practice, this means that an EU/EEA citizen and his/her family members are permitted to stay in Sweden for more than 90 days without a residence permit. Family members who are not EU/EEA citizens must apply to the Swedish Migration Agency (Migrationsverket) for residence cards.

- Any person intending to live in Sweden over one year will be registered in the Swedish Population Register (the Swedish Tax Agency / Skatteverket).
- EU/EEA citizens that will be employed in Sweden must enclose a certificate of employment from the employer stating the duration and type of employment when registering in the Population Register. Any person intending to

live in Sweden over one year should be registered in the Swedish Population Register (the Swedish Tax Agency / Skatteverket).

- EU/EEA citizens providing services (e.g. consultancy, freelance) need a confirmation (certificate, agreement or similar documentation) when registering in the Population Register. The document must be written and signed by the person receiving the service.

NON-EU/EEA CITIZENS

VISAS REQUIRED FOR TEMPORARY VISITS OF UP TO 90 DAYS

Citizens of non-EU/EEA countries need a “Schengen visa” in order to enter Sweden. However, visas are not required for citizens of certain countries (USA, Japan, Canada, among other countries). A complete list of countries for which visas are required is available on the website of the [Government Offices of Sweden](#) (Regeringskansliet).

IN BRIEF

- *Sweden is part of the Schengen zone*
- *No work permit needed for citizens of EU/EEA countries*
- *Work permits for non-EU/EEA citizens require a written offer of employment*

Foreign citizens can apply for a visa at most Swedish Embassies or Consulates or online. In countries where Sweden does not have an embassy, applications can be done at an embassy of another Schengen country representing Sweden. The applicant must be able to show:

- that the visit will be temporary
- that the applicant has sufficient financial support during their stay
- an invitation from the Swedish employer/ company or resident
- provide medical travel insurance
- tickets or funds to return home

Please observe that a Schengen visa only enables entry to Sweden and does not grant permission to work. To be eligible to work in Sweden, you need to have a work visa, alternatively be covered by an exemption from the work permit rules. From the end of 2026, non-EU/EEA citizens who do not require a visa are expected to be covered by the EU's ETIAS travel authorization system. Travelers should check current requirements before departure.

RESIDENCE PERMIT REQUIRED FOR STAYS OF MORE THAN 90 DAYS

Non-EU/EEA citizens need a residence permit to stay in Sweden longer than 90 days. Applications for residence permits are submitted simultaneously when applying for a work permit. The Residence Permit must be granted before arrival to Sweden. Applicants are encouraged to apply online on the website of the [Swedish Migration Agency/Migrationsverket](#).

Applicants can also apply for residence permits at a Swedish Embassy or a Consulate General in the applicant's country of origin or residence. Family members of a person holding a residence permit and/or work permit in Sweden (e.g. a spouse or cohabitant and children under 21 years of age) may also be granted residence permits for the same time period. Family members may also be granted work permits. A person that has worked and held a residence permit in Sweden for four years may be granted permanent residence.

The requirements for such a permanent residence permit differ from those for a residence and work permit. If a person do not wish to settle permanently, one can also apply for an extended temporary permit instead.

NON-EU/EEA CITIZENS WHO ARE LONG-TERM EU/EEA RESIDENTS

Non-EU/EEA citizens holding a residence permit in an EU/EEA country over five years may acquire long-term resident status in that country. Long-term residents in an EU country hold certain rights similar to those of EU citizens. These entail greater freedom of movement to work within the EU. Family members are entitled to accompany the individual holding the long-term resident status.

SCHENGEN COUNTRIES

Members of Schengen

Austria, Belgium, Croatia, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Slovakia, Slovenia, Spain and Sweden.

Members of Schengen by cooperation agreement

Iceland, Norway, Liechtenstein and Switzerland.

EU/EEA COUNTRIES

EU member states

Austria, Belgium, Bulgaria, Cyprus, Croatia, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, and Sweden.

EEA countries

The EEA consists of the EU member states and Iceland, Norway and Liechtenstein.

A person with a long-term resident status in an EU member state intending to spend more than 90 days in Sweden needs to apply for a residence permit. Applications are either posted to the Swedish Migration Agency or handed in to a Swedish Embassy or Consulate General. The application can also be handed in to a local migration board office in Sweden after arrival to Sweden.

When moving to Sweden from another EU/EEA country, the applicant must provide additional information with the residence permit application.

Long-term EU/EEA residents being employed in Sweden must enclose a certificate of employment from their employer stating the type and duration of employment.

If an applicant has started the employment before the application is submitted, salary specifications and compiled income information must also be attached to the application, if available.

Individuals providing a service, e.g. consultancy services or freelance work in Sweden, need to confirm this fact in a document written and signed



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by the person receiving the service through e.g. a certificate, agreement or similar documentation.

WORK PERMIT - OVERVIEW AND PROCEDURES

Non-EU/EEA citizens being employed in Sweden require a work permit before entering the country. Applicants are encouraged to apply online on the website of the Swedish Migration Agency/Migrationsverket. Work permits can also be applied for at a Swedish Embassy or Consulate General in the applicant's country of origin or residence.

The work permit application must include an employment contract. It's not longer sufficient to only include a job offer in the application. The employment contract must meet the following requirements:

- It must be signed by both parties
- If the contract is in another language other than English or Swedish, it must be translated. A copy of the original document must also be attached.

The salary and employment conditions must be at least equal to Swedish collective agreements or customary market levels for the profession. From 2023, applicants must also meet the national minimum salary requirement: SEK 29,680 per month for applications submitted before 1 June 2026, and SEK 33,390 per month for applications submitted on or after 1 June 2026. The employer must have the financial ability to pay the salary and must provide insurances covering health, life, occupational injury and pension from the first day of employment.

Companies in Sweden having operated for less than a year and employing non-EU/EEA citizens also need to enclose documentation in the work permit application showing that the prospective employee has:

- his/her salary guaranteed for at least three months, for example through a guarantee from a bank or financial partner, bank statement or contract

Companies operating in certain industries, including hotels, restaurants and construction, and that employ non-EU/EEA citizens need to meet additional requirements. More information can be found on the [Swedish Migration Agency/Migrationsverket website](#).

In the case of new recruitments, the employment offer must show that the employer in Sweden has advertised the job in Sweden and the EU for at least 10 days. The employer in Sweden has full discretion when choosing whom to employ. In case of intra-corporate transfers there is no need to advertise the job.

An approved work permit is restricted to the specific employer and the profession and it is linked to the length of the contract the first 24 months. For employment contracts longer than 24 months, the employee must apply for a new work permit before the expiration of the initial permit. If you have had a work permit for 24 months and have obtained an extension of your work permit, you are permitted to change employer without applying for a new work permit, provided you are in the same occupation. Since 2023, all work permit applications must meet a minimum salary requirement. The offered salary must be sufficient for the employee to support themselves and may not be lower than the collective agreement or what is customary for the occupation. The Swedish Migration Agency adjusts the maintenance requirement annually. For applications submitted before 1 June 2026, the minimum salary is SEK 29,680 per month (80% of the Swedish median wage). For applications submitted on or after 1 June 2026, the minimum salary increases to SEK 33,390 per month (90% of the median wage)



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INTRA-CORPORATE TRANSFER

An Intra-Corporate Transfer (ICT) permit is an alternative to the regular work permit process. It entitles citizens of a country outside the EU/EEA and Switzerland to enter and remain in Sweden to work as a manager, specialist or trainee for a company that is established in Sweden within the same corporate group as the host company.

- To qualify for an ICT-permit, you have to be a citizen of a country outside the EU/EEA.
- The maximum permit period for managers and specialists is 3 years, whereas the permit period for trainees is 1 year.
- A decision will be made within 90 days of applying. Applicants already being granted an ICT permit in another EU state but intend to work in Sweden, may receive an extended-stay mobility ICT permit in Sweden.

For more information regarding extended-stay mobility ICT permit, please visit the [Swedish Migration Agency/Migrationsverket website](#).



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EXEMPTION FROM WORK PERMIT

SPECIALISTS WORKING TEMPORARILY IN SWEDEN

Non-EU/EEA specialists employed by an international company or group and traveling to and from Sweden for periods of temporary work do not require a work permit. This exemption applies if the total stay in Sweden does not exceed 12 months. However, for stays shorter than 90 days, citizens of certain countries must have an entry visa granted prior to arrival. If the stay is longer than 90 days at a time, a residence permit will be required and must have been granted prior to arrival.

Note that this exemption does not apply to specialists that are included by the Intra-corporate Transfer rules.

VISITING RESEARCHERS

A visiting researcher is a person who has undergone higher education which gives access to doctoral studies and the purpose of the stay is to take part in research work.

A person planning to work longer than 90 days as a visiting researcher does not need a work per-

mit but must have a residence permit. Visiting researchers planning to work for a period shorter than 90 days in Sweden do not need a residence permit. For work that is shorter than 90 days, citizens in certain countries must have an entry visa. An employer wishing to employ a visiting researcher must be approved as a research organisation by the Swedish Research Council (Vetenskapsrådet). The research organisation must also prepare a hosting agreement with the visiting researcher. The hosting agreement must show that the visiting researcher has undertaken to conduct a research assignment and that the research organisation hosts the visiting researcher. It must be signed by both parties.

The hosting agreement can be found on the [Swedish Migration Agency/Migrationsverket website](#).

Further exemptions from work permits apply and are listed on the website of the [Swedish Migration Agency](#).

Please note that the rules about exemptions should be used carefully and can differ depending on the case. Always contact the Swedish Migration Agency to see which rules that will apply for your case.

USEFUL CONTACTS

GOVERNMENT AGENCIES

Swedish Migration Agency

(Migrationsverket)

SE-601 70 Norrköping

+46 771 235 235

www.migrationsverket.se

The Migration Agency is responsible for permits for people visiting and settling in Sweden, citizenship affairs, repatriation, international work and other collaborative bodies.

Working in Sweden

www.workinginsweden.se

A website describing the practicalities of living and working in Sweden.

Swedish embassies and consulates

www.swedenabroad.se

The website for Swedish Diplomatic Missions abroad.

Swedish Research Council

(Vetenskapsrådet)

www.vr.se

The Swedish Research Council is the public agency that approves research institutions and issues regulations on salary levels for researchers.



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